

Please answer as transparently as possible.

		STRONGLY DISAGREE	DISAGREE	UNSURE/ NEUTRAL	AGREE	STRONGLY AGREE
1	Leadership is clear and aligned around the values or behaviors that make their organization unique?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	Leadership so clearly & frequently articulates direction and progress to employees that it would be shocking if an employee was uninformed about current priorities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	Meetings are compelling and focused on the most pressing and valuable topics for the organization?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	All team members are aware about what's happening in other departments & feel comfortable asking questions or bringing up potential issues?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	All team members can clearly articulate what the most important team priority is at any given time?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6	All team members show support for one another, stick to agreements & commitments they make?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7	Employees are rewarded or recognized for their unique contributions to the team?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8	All employees have clearly defined roles and responsibilities, and these are transparent to all team members?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9	All employees feel free to admit mistakes and ask for help in their areas of weakness or vulnerability?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10	All team members feel that there is open communication between departments and important information is openly shared?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11	The organization has clearly defined and articulated strategy, and employees are aligned around reaching the short and long term goals?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12	All team members would say that the Leadership Team Members lead by example, and look out for the good of the team/organization?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13	All employees can clearly articulate the organization's values, strategies and goals?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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14	All employees know who they report to and what they are responsible for?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15	All employees have regularly scheduled time for their questions, development, and progress check points for their tasks and responsibilities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16	Meetings are engaging, and collaborative or informative, and employees feel they are encouraged to speak up with important issues or questions?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17	The hiring process takes into account cultural and missional fit, alongside evaluating a fit for competency?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18	All team members know what is expected of them at any given time?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19	All team members feel they have a good friend or confidant at work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20	All team members feel they have everything they need in order to do good work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21	All employees feel they are working primarily in their area of strength and skill?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22	Our organization has an up to date and useful employee handbook?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23	Our organization has an annual plan that we measure progress on at least once a quarter?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24	Our organization uses time and resources in ways that we are proud of?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25	What are your known blindspots or areas of opportunity as an organization?					

*Many of these questions are influenced by the work of the Table Group & Gallup research.